

California Teamsters Public, Professional And Medical Employees Union, Local 911

Vol. IV Issue No. 4

A. Dotson Bennett, Secretary-Treasurer

October, 1976



EXCLUSIVE INTERVIEW

Senator John V. Tunney discusses the cost of government, the aerospace industry, the future for public employees, and public safety legislation. (Story on Page 6)



\$20,000 VICTORY

Teamster attorneys win educational incentive pay for Fountain Valley firemen (Story on Page 5)



SCHOLARSHIP WINNER

After close competition, a Stanford-bound scholar wins Local 911's \$4,000 scholarship. She's the daughter of a McDonnell Douglas engineer. (Story on Page 7)



Why Not Itemize Monthly Tax bills?

A

Message From

A. Dotson Bennett
Secretary-Treasurer



With little effort a computer could tell you **each month** what you are paying for police protection, fire protection, schools, libraries, and the municipal debt. It could tell you what your elected and appointed officials cost—it could even tell you what the computer printout costs.

The computer could give the property taxpayer a clear idea of where the tax money is spent, and give him or her the opportunity to better register his priorities with elected officials.

An itemized tax bill might even help us in representing municipal employees. If a taxpayer could clearly see where his money is being spent he'd be less susceptible to the political propaganda that says that a small raise for a policeman or fireman will cause a huge jump in the property tax.

A drastic reform is also needed in the method by which we pay property taxes. I am now seeking public and legislative support for a proposal that property tax bills be paid on a monthly basis. As it now stands, taxpayers either have to put their money in an escrow account and lose interest, or pay in two installments. More often than not the

lump sum payments mean loans at high interest rates.

If we paid in monthly installments, we could eliminate the loss of interest or the interest payments.

The monthly payments could help municipal governments by allowing them an even cash flow and eliminate the estimating of income and could save them the annoyance of having them borrow when funds run low.

Practical experience has demonstrated that sensible ideas often clash with political motivations. There is little reason to believe that an unscrupulous politician will reveal what he is trying to hide—mainly where the money is being spent—unless forced to.

A itemized monthly property tax bill must be tested. We are looking for support to force a referendum in a Southern California City. If you are willing to join me in this project, please contact me.

This suggestion, while seemingly small, represents a very important issue — financial accountability to the taxpayer. It could also mean a reduction in taxes for the overburdened homeowner.



California Teamsters Public, Professional
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Director, Public Professional
and Medical Division,
Western Conference of
Teamsters — A. Dotson Bennett

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Contact your business representative regarding job-injury matters, other job-related legal matters, and private legal concerns.

Service To Engineers



Bea Cogan said she's going home to her grandchildren. After 14 years of combined services to the California Teamsters and the Southern California Professional Engineers Association, the efficient and helpful lady retired. She had been office manager for SCPEA, and specialized in the engineering aspects after SCPEA voted to join the Teamsters.

Mrs. Cogan is planning a trip to England but says she's looking forward to spending lots of time with her grandchildren.

HALLOWEEN ALERT

Parents are urged to make sure that their children's Halloween costumes are made of flame-retardant materials.

Flammable clothing accounts for 150,000 burns a year, and many occur during the Halloween season when makeshift costumes ignite.

Many homemade costumes can be treated against bursting into flames by dipping or spraying them with a solution of seven ounces of borax and three ounces of boric acid in two quarts of hot water. The treatment must be repeated after each washing.

Readers should also be warned of such hazards as plastic bags or unventilated masks causing suffocation, and candles or light bulbs left burning in papier mache pumpkins or other decorations.

COMING IN THE NOVEMBER ISSUE

New legal services available to membership.

El Centro Police credited with low accident rate during flash flooding.

A survey of Federal employees attitudes.

Some political endorsements.

Action Line

To ask for help in solving problems with which you have been unsuccessful, write to Action Line, California Teamsters Public, Professional & Medical Employees Union, 3711 Long Beach Boulevard, Suite 422, Long Beach, California 90807. Sign your full name, address and phone number and include any receipts or other documentation possible. If your letter is published, only your initials will be used.

I fell for a bi-centennial gimmick. A full-page advertisement in a national women's magazine advertised, "Flowers that grow into a living American flag . . . in just a few short weeks" for a mere \$5.

I sent my check in March to a mail-order house in Philadelphia called -- appropriately enough -- "The Living Flag." Three weeks later my package arrived and I found seeds embedded in long strips of paper which I was instructed to plant. According to the time limits set by the ad I was to have this spectacular flag grow on my lawn before July 4th.

Nothing happened and all I had on my front lawn for the bi-centennial was a three by five patch of brown turf. And the company hasn't lived up to its pledge to return the money. Can you help? W.K., Huntington Beach.

To speed up your refund we wrote to the company and sent a copy to the local postal officials with jurisdiction in these matters. Within days your refund was received.

I was in New York recently and bought a beautiful blouse for my girlfriend. The salesgirl told me that if it didn't fit I could send it back and the store would exchange it. I sent it back more than three months ago and have not yet received an answer.

Enclosed please find the receipt showing the package was sent by registered mail, as well as the cancelled check, and sales slip. The store is called Bob's Boutique. W.L., Whittier.

The proprietor has written us letters full of apologies. "It's not easy to order a blouse three months after the manufacturer has stopped producing," says Bob Herscher. He therefore has refunded \$39.95.

A HELPFUL BOOKLET: "Wise

Home Buying" is the title of an easy to read, 27-page brochure, published by the Department of Housing and Urban Development. For a free copy write to 2500 Wilshire Boulevard, Los Angeles 90057.

The booklet gives formulas relating to income and ability to pay, as well as advising on what to look for in a real estate agent, as well as how to inspect a house.

CAUTION ADVISED -- Five of fifteen tires that came with three light pickup trucks recently tested by Consumer Reports proved faulty.

As a result, the nonprofit publication of Consumers Union recommends that light truck buyers carefully inspect tires of a new truck and insist that any damaged tire be replaced before taking delivery.

The magazine points out that tires used on light trucks -- whether they are passenger-car tires, as may be the case on light pickups, or special truck tires -- come with a less comprehensive warranty than do tires used on cars.

Several major tire manufacturers told Consumer Reports that tires on light trucks are covered against manufacturing defects, but not against road hazards that cause damage such as cuts and blowouts.

The September issue report points out that tire makers key the serial number on each tire to the vehicle on which the tire is installed originally. This prevents truck owners from switching damaged tires to a passenger car to take advantage of a more liberal warranty.

Can you please help me out of a problem. My drivers license from Pennsylvania expired in August and was exchanged for a California license, and my 60-day temporary license has expired.

I was told I would be getting a new one and it hasn't arrived. Please help. I need my car for work and I can't afford to risk driving without a license. -- Mrs. P.J., without a license. Mrs. P.J., Canoga Park.

We contacted Sacramento directly and found that your license had been delayed due to a computer error. The problem has been since corrected and you now hold a valid license in the State of California.

TO OUR READERS: We are sorry but we are required to have a written letter asking Action Line to act on your behalf. Phone calls -- except in extreme emergencies -- cannot be accepted.

LEGAL CORNER

We have asked Stephen Solomon, whose law firm of the same name has successfully represented 911 Teamsters since the formation of this local, to discuss legal matters of importance to our membership. If there are any legal questions pertaining to labor law please address your questions to Mr. Solomon in care of this newspaper.

Seldom has the decision of any U.S. Supreme Court been as anxiously awaited as the decision in the case regarding the application of the Fair Labor Standards Act to public employees, the National League of Cities v. Usery.



STEPHEN SOLOMON

As many people who follow the progress of cases relating to public employees are aware, the Fair Labor Standards case was pending before the United States Supreme Court for over two years and, as expected, the Supreme Court decision will have a wide-ranging effect not only on public employees in general but particularly on the daily lives of public safety employees. In the National League of Cities case, the Supreme Court found that the extension of the Fair Labor Standards Act granting time and one-half compensation for overtime and limiting the number of hours during a work period, could not be applied to public employees working for the states or other public agencies within the states.

The result of the Fair Labor Standards Act decision in the National League of Cities case is to totally remove the federal requirement of time and one-half for overtime for public employees and also to

remove the limitations on the number of hours that could be worked in a work period by public employees. The Supreme Court opinion in the Fair Labor standards Act case is particularly important because the Court specifically overturned its 1968 decision in Maryland v. Wertz where it found that the Fair Labor Standards Act could be applied with respect to employees of state hospitals, institutions and schools.

The full impact of the National League of Cities case will only be known when it is determined what other areas the Court will also find are not subject to federal control and are subject only to the control of the states or local public jurisdictions.

There is probably no single area that has caused more litigation with regard to individual rights of police officers than the area of personal appearance, and particularly the question of hair length.

In Kelly v. Johnson, the Supreme Court finally rendered an opinion on the issue of whether a local police department could constitutionally regulate the length of a policeman's hair. In holding that the Suffolk County Police Department could regulate Police Officer Kelly's hair length, the Court decided that because a police department is a para-military organization it has a reasonable basis for promulgating regulations requiring similarity in appearance between officers and that such regulations are sufficient to outweigh Officer Kelly's right to wear his hair as he chooses under the protection of the Fourteenth Amendment.

Although the Supreme Court did so without writing a full opinion, it affirmed an opinion of the Federal Court of Appeal in Vorbeck v. McNeal, a case which found that police officers could not be denied the right to associate with labor organizations for the purpose of improving wages, hours and working conditions. While the court in Vorbeck acknowledged that the states could constitutionally prohibit certain activities by police officers, such as striking and work slowdowns, the Court emphasized that the fundamental right of association with regard to labor relations matters cannot be denied police officers.

Division Conference Devoted Entirely To Public And Professional

A labor conference devoted to the public, professional, and medical employee will be held in Los Angeles on November 8 to 10.

The conference will include sessions on public budgets, legal developments, the representation of safety employees, pre-paid legal insurance developments, communications, and effective organizing techniques.

It is hosted by the Public, Professional, and Medical Employees Division of the Western Conference of Teamsters.

This is the second annual conference. This year it will broaden its subjects to interest Teamster locals not primarily involved with the public and professional, but who are being drawn into these sectors.

SPECIAL
Local 911 membership will soon have \$1,000 in free life insurance. In addition to the free insurance members will be allowed to purchase \$9,000 additional coverage plus \$2,000 for accidental death and dismemberment, making a total policy of \$12,000. The fee will be \$5 per month. No evidence of insurability will be required in most cases. Further information will be mailed to all members.

Richard Varder Is Fireman Of The Year

Richard Varder, a 16-year veteran of the West Covina Fire Department, has been named San Gabriel Valley Fireman of the Year.

He was honored for steady and reliable performance of his duties.

"Outsiders might conjure up visions of heroic rescues and spectacular fires," said his Battalion Chief Harold M. Swarts. "However, the brotherhood knows it is the routine, mundane, day-to-day endeavors that typify the fire service."

Richard Varder joined the department after his discharge from the Navy. He was promoted to Engineer in July, 1964, and Captain in August, 1973. In addition to earning an A.S. degree in Fire Science, he has had special training at the Fire Command Officers' Academy, is a certified Emergency Medical Technician, and has been an instructor for recruit training at Pasadena City College.

Tests Are Encouraging

Final-Offer Arbitration Can End Impasses

Final-offer arbitration has been tried in the East and Midwest, and is receiving considerable attention by professionals in the field of labor relations.

Briefly stated, in final-offer arbitration, each party simultaneously submits its last best offer to a panel. The panel must then choose either the entire last best offer of the union or the entire last best offer of the employer. No intermediate ground between the two may be selected.

Massachusetts pioneered this concept in a law that became effective July 1, 1974. This comprehensive collective bargaining law was passed to add a new mechanism for the resolution of police and firefighter contract impasses. It required three distinct — yet interlocking — steps of mediation, fact-finding, and final-offer arbitration.

The mechanism works only on the petition of a police or firefighter association. In Massachusetts the matter goes to the Board of Conciliation and Arbitration. The Board must be satisfied that the following pre-conditions to arbitration have been met:

a. The employee organization has participated in mediation and fact-finding in good faith.

b. Thirty days have passed since the date of publication of the fact-finder's report.

c. An impasse still exists.

When these conditions have been satisfied, each party simultaneously submits its last best offer to the panel, and it decides in favor of the employee group or employer. The award is binding upon the parties as well as the local legislative body, and money must be appropriated by the community to fund the award.

"There is little doubt that final-offer arbitration has, as its basic design, the furtherance of collective bargaining," says Lawrence T. Holden, Jr., the former chairman of the Massachusetts Board of Conciliation. "It seeks to impose such a high risk on the all-or-nothing outcome of arbitration that an unreasonable position at the bargaining table will yield to a reasonable one."

He says it provides police and firefighter unions with an effective means to compel serious, as opposed to surface, bargaining. "In this sense, final-offer arbitration is an effective strike-substitute device, since it generates the kind of bargaining pressure that a threatened strike would, as the deadline approaches," he noted.

Final-offer arbitration has been



Phil Feyerabend

Gary Wuchner

"FOUNTAIN VALLEY FIREMEN"

Judge Awards Firemen Back Incentive Pay

Two Fountain Valley firemen and two former fire department members will share a settlement of \$20,000 as the result of a lawsuit won by Teamster attorneys.

Gary Wuchner, a firefighter and paramedic, and Phil Feyerabend, an engineer, protested when City Manager J. E. Neal refused to honor a Memorandum of Understanding he signed in 1971. The MOU clearly stated that personnel holding a Bachelor's Degree would be eligible for a 10 percent incentive pay increase after two years.

The incentive pay was the reason I chose Fountain Valley," says Wuchner, who has a B.A. degree in history. Feyerabend, who earned his degree in Business Administration, also said it was the incentive pay that made him choose this over other departments. "I was impressed by a department that thought education was important enough to reward."

initiated in Michigan, and it is being considered in many states. Although the proposals are different, the purpose and theoretical considerations are similar. The purpose is to place heavy pressure on the bargaining process so that the parties are pushed together rather than pulled apart.

"This pulling apart phenomenon was believed to be a failing of conventional arbitration," says Holden, who is now engaged full-time in arbitration practice. "Thus, final-offer arbitration was designed to reverse the thrust of conventional impasse arbitration and create the best climate for settlement."

Then the city balked. It said that the intent of the MOU was to reward only those whose education was directly related to firefighting, and it wouldn't pay for college education in any other subjects.

"That's absurd," said Wuchner, "there were no degrees being offered in firefighting at that time." He says the only B.A. offered even now is for Fire Protection and Administration by Cal State.

The City Manager was firm in his refusal so after exhausting the grievance procedure -- where the city tried to harass and intimidate the firemen -- the Teamsters decided to take the matter to the courts. Steve Solomon of the Los Angeles law firm, researched the issue thoroughly and prepared the case. His associate, Bill Schaefer, presented the arguments to the court.

"The judge ruled in our favor," related Feyerabend. "He felt that the memo was specific."

Wuchner said that the Superior Court Judge Lestor Van Patenhofe ruled that any education is beneficial, and said that if he was an employer he would prefer to hire educated persons.

Sharing in the award were former firemen Craig Cantor and Fred Zuber, who have left the department.

The city has abandoned its education incentive program, but it agreed to pay lump sum settlements. Wuchner will receive \$5,000 instead of the \$2,200 the city had wanted to pay, taking into consideration only his A.A. degree. Feyerabend will receive \$4,700 instead of \$500.

EXCLUSIVE TEAMSTER INTERVIEW

Senator John V. Tunney says he has fought hard for aerospace jobs and supported legislation to provide federal compensation for widows of policemen and firemen killed in the line of duty, and feels that municipal employees have the right to unionize.

In an exclusive interview with Shed Behar, editor of Local 911's newspaper, the senator discussed his thoughts for the future of the aerospace industry, the threat of layoffs for government employees, and crucial issues facing the nation. This newspaper is working to provide a similar forum for S.I. Haya-kawa, Republican senatorial candidate, in the near future.

Senator Tunney spoke frankly for more than two hours, and the following are excerpts of his remarks which concern public, professional, and medical employees:

Can you tell us what efforts you have made on behalf of California's aerospace industry?

Specifically, I have backed maximum Federal funding for space programs, for defense research and development, and for other Federal initiatives important to the aerospace sector. I led efforts to win Congressional approval of the space shuttle, and I fought hard in the successful effort to insure that a California firm was chosen as the prime contractor on that program. That success alone will insure over 50,000 jobs and billions of dollars for California's economy.

I have been a proponent of a sufficient defense budget, and my support of a strong national defense has extended to programs of particular importance to California, such as the B-1 bomber, the Cruise missile, and the F-14 and F-18 fighter planes.

For the future, I believe we must commit California's sophisticated industries to the solution of national problems which will determine our future. As chairman of the Senate Science and Technology subcommittee, I have devoted a major amount of my legislative time to investigating the role that high-technology industries can play in shaping our future. Assuring the economic future of the aerospace industry and its utilization as an important national resource will continue to be one of my highest priorities in the Senate.

What about your efforts on behalf of employees in the public safety sector?

I have been supportive of legislation protecting the interests of such workers throughout my Senate career, including the Law Enforcement Assistance Act which provides Federal funding for local law enforcement. I worked for changes in the program to emphasize

the training and hiring of local law enforcement personnel as opposed to procurement of hardware and expensive weaponry.

I have supported legislation to provide Federal compensation for the widows of policemen and firemen killed in the performance of their duties. In short, I have tried my best to see that those involved in hazardous tasks essential to the public safety are recognized in Federal legislation.

What is your position on the right of municipal employees to join unions?

I feel that the right of workers to unionize and to bargain collectively with employers is among the most important in our economic system. Therefore, unlike my Republican opponent who opposes public employee unions, I support the right of public employees to join unions and I will support appropriate Federal legislation to guarantee that right.

What efforts are being made to assure that there will not be a decline in government services and consequent layoffs of government employees?

I am concerned about the spiral in government spending which overburdens the average taxpayer of the United States. However, I do not believe that the way to curb government spending is to cut services. Rather, I think that we should eliminate inefficiency in government while preserving the integrity of government services at the local, state, and Federal levels. I have worked hard for that goal. For example, I was the first Senator to

propose Congressional spending ceilings and budget procedures to insure more efficient use of Federal tax dollars. At the same time, I have fought consistently over the last six years against Administration attempts to make precipitous cuts in programs which provide important health, educational, and other services to Americans. I will continue to be a strong supporter of Federal programs which support services at the local level.

Is there any particular Federal legislation of special interest to nurses and other health support personnel?

Three recent Congressional initiatives should be of special interest to nurses and other health professionals. First, the continued progress of union organization among employees of charitable hospitals is still in its early stages. I supported passage of Federal legislation allowing such organization, and I remain interested in continuing efforts under that law.

As well, I supported the Nurses' Training Act, recently enacted by the Congress, and I will work for maximum funding of that program. Health support personnel will undoubtedly be interested in the Health Manpower legislation presently in Washington. That legislation contains provisions which provide Federal support for training. I intend to follow that legislation closely and, as with nurses training, will work to see that the program is effectively implemented at the Federal level.



John Matull, Coordinator of Business Representatives, accompanies Senator Tunney on a recent tour through Long Beach.

Engineer's Daughter Wins \$4,000 Scholarship

First 911 Award To Ronda Spinak



Ronda L. Spinak Distinguished student

"It took us more time to decide the winner of one scholarship than it took us to negotiate a recent municipal contract involving 250 employees," said Secretary-Treasurer A. Dotson Bennett.

He made his remarks after emerging from a fourth lengthy meeting which had chosen Ronda L. Spinak, of Huntington Beach, as the first winner of Local 911's scholarship program. Miss Spinak will receive \$1,000 a year for her education, renewable for a total of four years.

Bennett called the board's decision agonizingly difficult. "What do you do when you have three eminently qualified finalists?" he asked.

The winner is the daughter of Sidney Spinak, an engineer at the Huntington Beach site of McDonnell Douglas. Ronda graduated from Edison High School where she distinguished herself in mathematics, science, and the humanities. She has been accepted at Stanford University where she plans to study economics, marketing, and business.

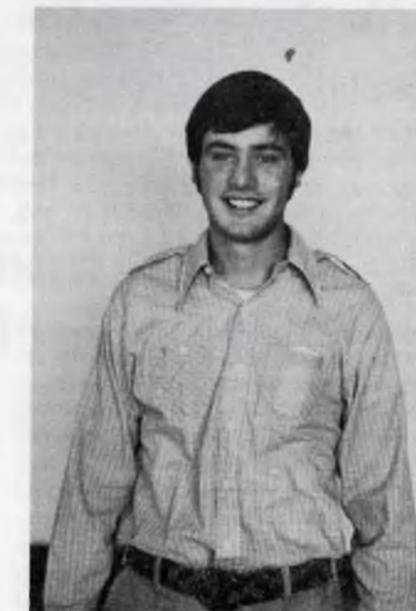
Ronda will also participate in an internship at Local 911 where she will spend her summers involved in the many facets of union activities. She will be a temporary employee and will join the staff in contract negotiations, organizing, and grievance procedures, and well as studying administrative areas.

The other two finalists were Jay Schock and Patrick Broderick. Jay is the son of Paul Schock and Pat the son of George Broderick. Both fathers are engineers at the Long Beach site of McDonnell Douglas.

Pat graduated from Westminster High School, winning the National Merit



Jay Schock Perfect grades



Patrick Broderick Senior Class President

Scholarship, named by the faculty as the outstanding student, and elected senior class president by his classmates. He has been accepted by Harvard, Yale, and Stanford, and has chosen Harvard University where he will major in English.

Jay placed number one in his class at Anaheim High School, distinguishing himself among his 730 classmates. He has a GPA average of 4.0 as a result of perfect grades from seven through 12. He plans to attend California State University at Humboldt, where he'll major in oceanography.

The winner, Ronda, participated in classes for the mentally gifted for three years, and according to school officials was "highly gifted, showing qualities of enthusiasm, energy and creativity." She was senior class president, as well as junior and senior prom chairman, dance production manager, DAR

"Good Citizen" winner, Huntington Beach Junior Miss contestant winner, news editor of the school newspaper, and member of the youth council.

Nevada Considers Teamster Representation

Nevada may soon join New Mexico and California in having police departments represented by Local 911.

The Police Officers Association of the 700-member Las Vegas department invited representatives of 911 to address its July board meeting to explain what Teamster representation can do for them. Representing 911 were Secretary-Treasurer A. Dotson Bennett and Business Agent Harry Duple.

The first meeting was successful and the two were invited to address the general membership the following month. In August, Bennett and Duple spoke before more than 200 Las Vegas police, who afterwards heard officials from other Western police units commend and recommend Teamster representation.

The Las Vegas POA is looking for professional representation because of

problems faced at the negotiating table, as well as difficulties associated with binding arbitration which is mandatory under state law in Nevada. The general membership is expected to vote early this fall on whether to be represented by the Teamsters. If they approve, they will join many western police departments and deputy sheriffs who have been successful in their demands after voting for Teamster representation.

SAN DIEGO REPORT

Police Association Renews Agreement

With high praise for the Teamsters, the Board of Directors of the 1,050-member San Diego Police Officers Association voted to renew its contract with 911 for another year of representation and negotiation.

The action, and the signing of the contract, ended two busy weeks for Teamsters in San Diego. During that period the Teamsters, on behalf of the POA, filed a major law suit against the city. The four San Diego Teamster locals also held a press conference in which they reaffirmed their unity and voiced their support for the police.

Jack Pearson, POA President, praised the Teamsters while announcing their renewed 12-month contract. This follows a 13-month agreement which ended August 31.

"We wouldn't have gotten the 7.5 percent raise that we did, or a two percent pension contribution, without them," said Pearson.

The Teamsters demonstrated their innovative representation by filing a suit against the City of San Diego, the City Council of San Diego, and Peter Wilson, Mayor of San Diego. The suit, on behalf of the POA, challenges a June, 1976, ordinance requiring new employees to sign an oath saying that they will not participate in any efforts to strike during the period of their employment.

The ordinance, passed with the urging of Mayor Wilson, is in direct conflict with the Constitution of the State of California. Richard Goldman, who prepared the suit for Stephen Warren Solomon, Inc., pointed out that the state law is clear on what should be included in an oath, and the San Diego oath violates that provision.

Goldman asked the court for an injunction against the city, which would prohibit city officials from requiring the oath or expending any funds in this effort, until the matter is resolved.

The suit was prepared with the

Assemblyman Vic Fazio and SB 848 by Senator Omer Rains, (D) Ventura are on the Assembly floor for a vote. AB 3881 (Fazio) provides disability insurance for three weeks before and after childbirth and SB 848 repeals the existing mandate to disqualify for Unemployment Insurance benefits the worker who quits to join a transferred spouse.

California's Public Utilities Commission has greatly increased its approval of requests for deviation from

Teamsters Hold Unity Conference

Five Teamster locals, representing more than 14,000 members in the greater San Diego area, and more than 165,000 members in Southern California, joined together to announce both their solidarity and their support for the San Diego police.

In what they called a "Reaffirmation of unity," the five labor leaders held a press conference Monday to express their confidence and determination. The five Secretary-Treasurers, who are the chief executive officers for their locals, are: John S. Lyons, Local 36; David H. Shock, Local 683; Willard Kline, Local 481; John K. Relph, Local 542; and A. Dotson Bennett, Local 911.

"There is one basic reason why the Teamsters are the biggest and strongest labor union in America," said A. Dotson Bennett. "Because we are loyal to our leadership and loyal to each other."

The locals have begun an organizing drive in San Diego in an effort to "educate the people and make them more sympathetic to the labor movement." With the support and direction of the four San Diego locals they have formed picket lines around Sony Corp., National Cash Register Company, and Hewlett Packard, and have halted all Teamster deliveries as well as a sizable percentage of non-union deliveries to these companies.

The picket lines have received the sanction of the Southern California Joint Council 42 and all Teamsters have pledged their support.

The Teamsters feel that one success generates another, and if they demonstrate determination in an industrial park it will create a more receptive climate in city hall. They also feel that an effort to raise the low salaries in the private sector will help their efforts in the public sector.

assistance of Research Director Richard Castle, an attorney who has been active on behalf of the POA.

the minimum rate. In the first seven months of this year, 81 orders were granted by the Commission. This is already twice as many as granted in all of 1975. These requests are usually made by nonunion carriers who can then take away work from union carriers when the deviation is granted. The legislative leadership and the Administration have been advised again of Teamster opposition to this erosion of the minimum rate.

Long Drive Won For Lake County Deputy Sheriffs

Lake County officials, who for months stubbornly refused to allow their Deputy Sheriffs an increase in benefits, gave in to mounting pressures and agreed to a liberal package.

An effective drive by the Teamsters and the Deputy Sheriffs' organization resulted in an agreement that includes time and a half for overtime, guaranteed court pay, call back pay, increase in uniform allowance, and fully paid medical, dental, and life insurance for both employees and dependents.

Another important provision requires the county to negotiate a salary raise in January, 1977, instead of June, 1977. County officials have claimed that there is no money available, but have accepted Teamster suggestions that they reopen the issue in January when funds will be available from revenue-sharing and the new Public Works bill.

"We're planning to go into the January negotiations determined to get our share of the allocation," says Bill Williams, a retired organizer for the International Brotherhood of Teamsters who volunteered his services on behalf of the Deputies, and who was instrumental in arriving at a package that won the approval of the deputies by a 36-3 vote.

He was assisted by the tireless efforts of Deputy Sheriffs Dan Brennan, Sgt. Rick Dennison, and Business Representative Paul Bechely. Brennan is Vice-president of the Lake County Deputy Sheriffs Association, and Sgt. Dennison is a trustee.

The deputies had the unanimous support of all Teamster organizations in the Northern California area. A. Dotson Bennett, Secretary-Treasurer of 911, sent a letter of appreciation to the labor leaders thanking them for their efforts on behalf of the deputies. "It was Teamster unity and determination that resulted in a victory," said Bennett.

Norbert Miller, President of Joint Council 38, received the thanks of Bennett and Williams, as well as the following Secretary-Treasurers:

Jack Kalehoula -- Local 150, Sacramento; Vern Shorey -- Local 165, Sacramento; Frank M. Wood, Sr -- Local 137, Redding; Loren D. Thompson -- Local 315, Martinez; Al Costa -- Local 853, Oakland; Chuck Mack -- Local 85, Oakland; Philip Gallaher -- Local 85, San Francisco; James M. Campbell, Local 980, Santa Rosa.

Ben Leal, of Local 856, was commended for his cooperation on behalf of the deputies.



Ms. Ruth Shields, who offers Teamsters a 15 percent discount on their framing needs, holds a photograph of the international Brotherhood of Teamsters Convention which she framed for the Local 911 conference room.

Exclusive Discount Plan Planned For 911 Members

A Long Beach shop specializing in custom picture framing was the first to offer a considerable discount to Local 911 members.

Then came an auto dealer who promised a new car for only \$150 over dealer's cost.

A restaurant offers complimentary wine, and four major amusement parks are offering considerable discounts.

It's all on behalf of the Cultural, Civic, Political, and Educational Committee of Local 911. To aid the fund, the staff is sending out more than 1,000 letters to approved businesses in areas where 911 represents employee groups. The local is asking them to simply agree to provide discounts for Teamsters who produce a special membership card. In return, the local will advertise the business in a special booklet and in special mailings. A membership card will cost each Local 911 member \$12, which is the fund's only source of income.

Ms. Ruth Shields, of Shields Frame Company, was the first to join in the discount program. She feels that the potential increase in business will more than repay her for a decrease in profit. Ms. Shields, whose custom framing

shop is at 3071 Long Beach Boulevard, just three blocks west of the San Diego Freeway, is offering a 15 percent discount on custom picture framing, matting and mounting of needle work, and the restoration of oil paintings.

Dale Miller, of San Pedro's Colletto Ford, has other reasons for offering a considerable discount. He has sold and leased cars to union members for years and says the key to a successful business is low prices and efficient service. Both he and Ms. Shields say they will begin the discounts immediately. For the present, until the discount club is fully operational, a Teamster membership card is sufficient to qualify local members for their discounts.

The Cultural, Civic, Political, and Educational Fund will be used for scholarships, subsidizing of civic and cultural events, and for assistance of candidates who stand firmly behind public, professional, and medical employees.

Future issues of this newspaper will feature lists of discounts available, as well as membership information on the discount club. Members who know of businesses willing to participate are urged to call Shed Behar at the Long Beach office.



Persistence paid for Chris Morse, who won first place in the Senior Division of the Soap Box Derby in Ventura. When Chris first entered four years ago he won fourth. The next year he captured third, last year he placed second, and this year he won. Chris is the son of the persistent Coordinator of Organizers, Dick Morse.

Important Legislation

State capitals should be closely monitored and opinions should be registered with elected officials. The following bills are pending in the California Legislature and support, opposition, or comments should be sent to your senator or assemblyman.

Senate Bill 17, although only a preprint version, deals with the licensing of professional engineers. A forum held in July, and attended by this office, provided substantial input on behalf of those engineers represented by the Teamsters in terms of a legitimate conceptual approach to licensing.

The Senate Finance Committee gave its bare majority approval to Assembly Bill 467 by Assemblyman Alister McAlister, (D) San Jose. The bill provides \$70 million in new benefits for workers injured on the job. The new maximum temporary disability weekly benefit is raised from the present \$119.00 weekly to \$154.00 weekly. The minimum permanent disability benefit is raised from \$20.00 to \$30.00 per week and will have its most positive effect on seasonal food processing and agricultural workers. The widows' pensions are raised from \$40,000 to \$50,000 where there are no dependent children and from \$45,000 to \$55,000 where there are dependent children. This good bill is sponsored by the Brown Administration. The bill now goes to the Senate floor for a vote.

Sex discrimination in Unemployment Insurance and Disability Insurance met with corrective legislation headed toward final approval. AB 3881 by Page 8



WHAT A WAY TO GO—Herman McCormick, who retired after 16-1/2 years of service in Huntington Park, gets farewell kisses from Linda Shaulis and Velma Ziegler. He said he was so moved by the display of affection that he considered withdrawing his retirement papers. McCormick, who worked in the street department, was presented with a watch from his fellow workers at a going away party handed by more than 60 Huntington Park employees.



As we went to press for the August issue we squeezed in a story reporting an outstanding victory by Business Agent Arlene Mordasini. Ms. Mordasini had just won an election at the HEPA Corporation in Anaheim, where the employees voted 48 to 15 for Teamster representation. The photo on the left is Secretary-Treasurer A. Dotson Bennett congratulating Ms. Mordasini on the victory. On the right are the newest Teamsters in Local 911.

Letter to the Editor

Member Proposes Barter System

I would like to propose a sort of bartering system. I am a member of Local 911 through my employment, but also am a self-employed businessman. I operate a service business. I professionally manage rental income property and sell homes and investments to individuals as well as groups. I am offering my service to you in exchange for your individual service. I also offer you a reduced rate for retaining me as your agent for the sale or purchase of real property. I am a licensed Real Estate Broker and Realtor. I have a staff of sales people and am a member of multiple listing services comprising over 1500 salespeople. I can represent you almost anywhere.

Since we do have a common bond, let's help each other instead of dealing with outsiders.

Thank you,
Ron Hedrick 288-7560 or
966-8136
Monterey Park

New Technical Book

Bob Thomas, of the Avionics Group at McDonnell Douglas in Long Beach, has just published a technical book entitled "A Practical Introduction to Impedance Matching." The book is expected to be especially useful to those working with radio frequency components. It is available at Artech House Books, 610 Washington Street, Dedham, Massachusetts. The price is \$23.

MC DONNELL DOUGLAS NEWS

Unfair Labor Practice Admitted (?) By MDC

McDonnell Douglas Corporation acknowledged its guilt of an unfair labor practice by posting the following "Notice to Employees" on prominent bulletin boards throughout the company.

WE WILL NOT refuse to bargain collectively with the Southern California Professional Engineering Association in connection with the negotiation of a collective-bargaining agreement by refusing to furnish the Association information concerning the Long Term Disability Income Insurance premium paid by the employees the Association represents and by failing to furnish said information within a reasonable period of time.

However, a company administrative bulletin adjacent to it, directed to all SCPEA represented personnel, said "the National Labor Relations Board upheld a supplemental decision of the Administrative Law Judge, which sustained the Company position, finding that the Company:

"has not violated the Act by unilaterally increasing the LTDI premium, without bargaining with the Association, or by refusing to furnish the Association with information concerning the premium increase so that the Association could in-

telligently administer the collective bargaining agreement."

McDonnell Douglas, however, neglected to add the following sentences:

However, for the reasons set forth in the original Decision I remain convinced that Respondent did not comply with its statutory obligation to furnish information to the Association for the negotiation of a collective-bargaining agreement as distinct from the administration of the existing agreement. There is no evidence that the Association waived this statutory right. To the contrary, Respondent admittedly assured the Association that this information would be forthcoming for its use in the negotiation of a new collective-bargaining agreement. Nevertheless, as described in the original Decision, the information which was furnished on November 19, 1974, was furnished only after an unreasonable delay and did not fully comply with the Association's requests. Accordingly, I find that Respondent violated Section 8(a) (5) and (1) of the Act by refusing to furnish the Association with information concerning the LTDI premium which was necessary for the Association to intelligently negotiate the terms of a collective-bargaining agreement.



Only One Issue In December Talks

Negotiations are scheduled to begin in December for a new one-year contract at McDonnell Douglas.

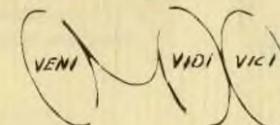
Under the terms of last year's contract, only wages can be negotiated for the 1977 year. The 1978 agreement will be open to wages, hours, fringe benefits, and working conditions.

Although the date agreed upon for the start of talks is December 1, Len Ricks, Business Representative and member of the SCPEA Executive Board, said the unit was confident that the new round will be as productive and fruitful as the last.

Last year's agreement gave most members merit raises effective nine weeks earlier than originally scheduled. The average raise was eight dollars higher than the company's "final offer" made during negotiations. And, as an added bonus for those participating in the Long Term Disability Insurance Plan, Teamster negotiators were able to win a decrease of about \$7.50 a month.

It is estimated that for the entire length of the current contract, the average member will see a net gain—after dues payments—of between \$800 and \$1,200.

What To Name The Paper



An interesting and ingenious proposal was submitted by J.E. Snyder, who is employed at the Tulsa Unit of McDonnell Douglas. The latin "Veni, Vidi, Vici" means, "I came, I saw, I conquered." It is placed within the roman numerals for 911 (CMXI).

Layoff Grievances To Arbitration

Business Representative Len Ricks reported that there continues to be a considerable number of grievances at McDonnell Douglas. The largest number of grievances are over selection for layoff, and currently three layoff grievances are being appealed to arbitration.

There have also been cases concerning recall, sick pay, parking privileges and work out of the bargaining unit.

Two significant recent cases have involved SCPEA work being done by FEP's. Both grievances were won and all work in question is now being done within the bargaining unit. One grievance over revoked parking privileges resulted in the employee's parking pass being reissued.

A grievance seeking almost \$2,300 sick pay has been appealed to arbitration and should be heard in the near future.

136 Engines And 25,000 Spark Plugs

The ageless DC-3 is still creating more astounding records. In a recent article from the Sundstrand Digest, May 28, 1975, the world's flyingest airplane, a DC-3, known as "728" was featured.

Donated by North Central Airlines to the Henry Ford Museum for permanent display, this historic airplane had logged an incredible 84,875 hours, 83,052 hours and 52 minutes of it before being removed from North Central's scheduled service in 1965; all in all, more time aloft than any other plane in the world.

Ricks reports that processing a grievance up to, but not including, arbitration, has been taking from 4 to 40 hours of his time depending on the complexity.

NEWS BRIEFS

BRIEFS

Compton: The recently passed Public Works Bill will bring back all employees recently laid off, according to business Agent John Taylor. He also reports that Daryl Stanford's grievance on sub-contracting work, as well as grievances in the Parks and Recreation Department, have met with considerable resistance from the city.

Downey: As we go to press the City Council has approved a Memorandum of Understanding. The details are being circulated to our membership.

Santa Monica: As a result of Local 911's efforts meetings with the city to discuss grievances are scheduled for this month. The issues are holiday pay, uniform allowances, and transportation. We're also negotiating a return to work for the one person laid off from the Dr. Lawrence Harris Dental Clinic. Officials blame it on a reduction of patients.

Occidental College: A classification study has been received, according to Chuck McGaffey, and the findings are being studied. Marina Del Rey Hotel: An appeal of the election is pending in Washington, D.C.

City of Hermosa Beach: A general membership meeting was held with the coordinators of dental and medical plans.

Westwood Hospital: Talks are being held for re-classification for member Al Martin, reports shop steward Jim Fiber.

REGISTER BY MAIL

The deadline to register for the November election is October 4. You can register by mail by requesting the necessary form from either our Long Beach office or your local registrar of voters. The forms must be postmarked by midnight October 4.

SPEAKERS WANTED

Elderly residents at the Hollywood Presbyterian Convalescent Hospital in Los Angeles appreciate speakers on every subject.

"They love travel slides as well as being keenly interested in people talking about their professions," says Reina Lipnick, Director of Volunteers. She says recent speakers have spoken about sales careers, the newspaper profession, Mexico, Morocco, and the Middle East.

"If a subject interests you I'm sure it will interest them," says Ms. Lipnick, and invites policemen, firemen, and engineers to talk about their professions, as well as anyone to talk about their hobbies." The details that interest you will fascinate them," she says, "because they've got a wealth of experience to relate to."

If you're interesting in speaking on weekdays or weekends, days or evening, please contact her at (213) 660-3530. Ext 20259.

HAVE A PARTY

Debby Laurie, whose Teamster family includes engineers and law enforcement agents, wants to have a party in your home.

She wants to show your family and neighbors a unique collection of containers and kitchen accessories from Tupperware. She'll be delighted to visit you in L.A. and Orange County and pledges a portion of the proceeds to the scholarship and education fund. Call her at (213) 693-2020.

NEW OFFICIAL

Congratulations to the newly appointed Employee Relations Director in Compton. He's Howard Caldwell and he'll work under City Manager Allen Parker.

NOTICE OF NON-PROFIT CORPORATION FILING

This notice is to inform non-profit groups affiliated with Teamsters Local 911 as to the documents that must be filed annually with state agencies.

The State Franchise Tax Board requires an annual information return which is a tax return. The Secretary of State requires a statement by domestic corporations every five years or every year where there has been a change of officers. In addition, a California non-profit corporation must apply for a tax exempt status with the Internal Revenue Service.

DATE:

PLEASE COMPLETE THIS QUESTIONNAIRE AND RETURN TO OUR OFFICE. DO NOT SIGN YOUR NAME.

EMPLOYER:

JOB CLASSIFICATION:

BUSINESS REP:

CHECK ONE ANSWER:

1. My telephone calls are returned:
 - a. As soon as can be expected.
 - b. Never.
 - c. Yes, but always several days later.
 - d. Never have made a call to my Business Representative.
2. When I submit a grievance, I hear from my Business Representative:
 - a. As soon as can be expected.
 - b. Never.
 - c. Yes, but only after I have made several efforts to reach him.
 - d. Never have filed a grievance.
3. The overall level of representation I receive is:
 - a. Excellent.
 - b. Satisfactory.
 - c. Below satisfactory.
 - d. Totally unacceptable.



California Teamsters Public, Professional and Medical Employees Union, Local 911

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